

Panaji, 4th July, 2002 (Ashada 13, 1924)

SERIES I No. 14

# OFFICIAL GAZETTE



## GOVERNMENT OF GOA

Note:- There are three Extraordinary issues to the Official Gazette, Series I No. 13 dated 27-6-2002 as follows:

1. Extraordinary dated 28-6-2002 from pages 309 to 312 regarding Notifications from Department of Finance (Rev. & Exp.) Division.
2. Extraordinary (No. 2) dated 28-6-2002 from pages 313 to 316 regarding Notifications from Department of Law & Judiciary (Legal Affairs Division).
3. Extraordinary (No. 3) dated 28-6-2002 from pages 317 to 318 regarding Order from Department of Revenue (Office of the Collector, South).

### GOVERNMENT OF GOA

Department of Labour

#### Notification

28/29/2001-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the 'said Act'), revising minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment, namely, "(i) Employment in construction or maintenance of roads or in building operations (ii) Stone breaking and stone crushing and (iii) Maintenance of building", is hereby published as required by clause (b) of sub-section (i) of Section 5 of the said Act and notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, Secretariat, Panaji, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

#### Draft -- Notification

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3, read with clause (iii) of sub-section (1) of Section 4 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering all representations received by it, hereby revises the minimum rates of wages payable to the categories of employees employed in "(1) Employment in construction or maintenance of roads or in building operations (ii) Stone breaking and stone crushing and (iii) Maintenance of building", as shown in the Schedule below:

#### SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(1)	Belder	Rs. 82/- per day
(2)	Brick moulder	
(3)	Chairman	
(4)	Chowkidar	
(5)	Cleaner	
(6)	Gardener	
(7)	Driver with hand cart	
(8)	Hedge cutter	
(9)	Mali	
(10)	Slinger	
(11)	Peon	
(12)	Sewer man	
(13)	Title Turner	
I	UNSKILLED	Rs. 81/- per day
(14)	Bhisti	
(15)	Bullock cart driver	
(16)	Coolie	
(17)	Hamal	
(18)	Khalasi	
(19)	Labourer	

(1)	(2)	(3)	(1)	(2)	(3)
(20)	Manai	Rs. 81/- per day	(20)	Bhisti (with mask)	Rs. 89/- per day
(21)	Mazdoor		(21)	Belder	
(22)	Sweeper		(22)	Artisan Helper	
(23)	Watchman		(23)	Brick/tile Moulder	
(24)	Water Carrier		(24)	Cane Weaver	
(25)	Bajri Spreader		(25)	Charpoy/Stringer	
(26)	Beatr Woman		(26)	Cleaner (Truck Road	
(27)	Bellow Woman			Roller Concrete Mixer etc.)	
(28)	Bucker man		(27)	Colour/White Washer	
(29)	Carrier (Stone)		(28)	Cane Man	
(30)	Cart man		(29)	Dafti	
(31)	Care taker (Bridge)		(30)	Fireman	
(32)	Cleaner		(31)	Glazier	
(33)	Concrete (hand mixer)		(32)	Fitter	
(34)	Daffadar		(33)	Head Chowkidar	
(35)	Driver (bullock)		(34)	Bhandhari	
(36)	Flag Man		(35)	Mate	
(37)	Gangman		(36)	Mazdoor	
(38)	Kamin	Rs. 82/- per day	(37)	Pump Attendant	
(39)	Gate Man		(38)	Sprayman (Bittuman,	
(40)	Kamp Man	Rs. 81/- per day		Tar etc.)	
(41)	Searcher		(39)	Stone Cutter	
(42)	Signal Man		(40)	Tinsmith	
(43)	Striker		(41)	Farrash	
(44)	Trolly man		(42)	Mukadam	
(45)	Valve Controller		(43)	Laboratory boy	
(46)	Wodderman		(44)	Racjman	
(47)	Berryman		(45)	Balshawala	
(48)	Mucchers, Jamadars		(46)	Bhisti	
(49)	Singers		(47)	Cane Weaver	
	Any other category by whatever name called		(48)	Chain man (Head)	
	which are of unskilled nature.		(49)	Driller	
II	SEMI-SKILLED/UNSKILLED SUPERVISORY		(50)	Driller (Hole Rock)	
(1)	Brick Layer (Class II)	Rs. 89/- per day	(51)	Fireman	
(2)	Cook		(52)	Gate Keeper	
(3)	Carpenter		(53)	Grinder	
(4)	Driller (hole rock)		(54)	Garser-cum-Fireman	
(5)	Driller		(55)	Hammerman	
(6)	Excavator		(56)	Jamadar	
(7)	Fitter (Assistant		(57)	Oilman	
	Semi-skilled)		(58)	Storeman	
(8)	Head Surveyor		(59)	Boilerman	
(9)	Blacksmith			Any other category, by whatever name called,	
(10)	Mason (brick layer,			which are of semi-skilled nature.	
	Second class)		(III) (A) HIGHLY SKILLED		
(11)	Quarry man		(1)	Mason (plaster and paris	Rs. 99/- per day
(12)	Quarry Operator			ornamental work and	
(13)	Mate (blacksmith			ceiling)	
	carpenter)		(2)	Painter (artist First Class)	
(14)	Stone breaker		(3)	Foreman	
(15)	Stone man		(III) (B) HIGHLY SKILLED		
(16)	Stone Cutter (Higher				
	Grade)		(4)	Assistant Foreman	Rs. 95/- per day
(17)	Upholstered (Grade II)		(5)	Armature (Winder	
(18)	Sewer Layer (1st Class			Grade I)	
	and Hatcher)		(6)	Furniture Carpenter	
(19)	Bearer				

(1)	(2)	(3)	(1)	(2)	(3)
(7)	Fitter	Rs. 95/- per day	(29)	Plumber	Rs. 90/- per day
(8)	Head Mistri		(30)	Driver	
(9)	Highly skilled electrician		(31)	Pump man	
(10)	Head mechanic		(32)	Pump engine driver	
(11)	Head plumber		(33)	Stone cutter (Class I)	
(12)	Mason (Stone work ornamental)		(34)	Upholsterer	
(13)	Tinsmith		(35)	Stone Chiseller	
(14)	Welder		(36)	Painter (Oil painter Class II, letter writer).	
(15)	Wireman Grade I		(37)	Fitter	
(16)	Welder-cum-fitter		(38)	Tinsmith	
(17)	Decorator		(39)	Wood Cutter	
(18)	Air-conditioner		(40)	White washer (Grade I)	
	Any other category by whatever name called involving work of highly skilled nature.		(41)	Trademan	
(IV) (A) SKILLED			(42)	Turner	
(1)	Assistant Artist Painter	Rs. 93/- per day	(43)	Work Assistant	
(2)	Armature Winder (Grade II)		(44)	Tracer technical assistant	
(3)	Mistry Grade I		(45)	Tracer	
(4)	Oil Painter Class I		(46)	Technical assistant	
(5)	Plumber Licensed, Class I		(47)	Cabinet maker	
(6)	Mason (plaster of Paris wall)		(48)	Moulder (Brick tiles)	
	Any other category by whatever name called which are of skilled category.		(49)	Road inspector	
(IV) (B) SKILLED			(50)	Panmon	
(7)	Brick Layer Mason (Class I)	Rs. 90/- per day	(51)	Navgani	
(8)	Blacksmith (Class I)		(52)	Typrex Vulcaniser	
(9)	Carpenter (Class I)		(V) CLERICAL		
(10)	Concrete Mixer Maker		(1)	Clerk	Rs. 93/- per day
(11)	Concrete Mixer Operator		(2)	Commuter	
(12)	Driver (Road Roller, Concrete Mixer Truck)		(3)	Store Clerk	
(13)	Driver (Motor Vehicle)		(4)	Store issue	
(14)	Driver (Truck, diesel engine)		(5)	Accounts Clerk	
(15)	Distemperer		(6)	Store keeper (Grade I, II, etc.)	
(16)	Electrician		(7)	Tally Clerk	
(17)	Head man (Wall sinking)		(8)	Time Keeper	
(18)	Mistri		(9)	Tool Keeper	
(19)	Mason (Stone work)		(10)	Telephone Operator	
(20)	Gladier		(11)	Typist	
(21)	Line man		(12)	Computer	
(22)	Machinist			Any other category by whatever name called which are of a clerical nature.	
(23)	Mechanic		(VI) SUPERVISORY		
(24)	Meter reader		(1)	Section Officer/Junior Engineers	Rs. 101/- per day
(25)	Moulder		(2)	Supervisor	
(26)	Head Cook		(3)	Overseer	
(27)	Operator (Cinema Projector (Compressor, Crane dumper), excavator, generator, pump tractor, vibrator, etc.)		(VII) SPECIAL		
(28)	Plaster		(1)	Bullock-Cart Man with double Bullocks	Rs. 111/- per day
			(2)	Bullock-cart man with single Bullock.	

## Explanation:—

- (1) Where in any area/establishment in the Scheduled employment, wages revised by this Notification are

lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contractor, the higher rates would be payable as minimum wages under this Notification.

- (2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;
- (b) Semi-skilled work is one which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;
- (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as on apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (4) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.
- (5) Both, men and women workers, shall be paid the same rates of wages revised for the same category and for equal work.
- (6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category of which he belongs under this Notification.
- (7) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

By order and in the name of the Governor of Goa.

Angela Menezes, Joint Secretary (Labour).

Panaji, 14th June, 2002.

### Notification

28/29/2000-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the 'said Act'), revising minimum rates of wages

payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment, namely, "Employment in any residential hotel, restaurant or eating house", is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act and notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, Secretariat, Panaji-Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

### Draft - Notification

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3, read with clause (iii) of sub-section (1) of Section 4 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering all representations received by it, hereby revises the minimum rates of wages payable to the categories of employees employed in "Employment in any residential hotel, restaurant or eating house", as shown in the Schedule below:

### SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages		
		Zone-A	Zone-B	Zone-C
(1)	(2)	(3)	(4)	(5)
(I) SKILLED				
(1)	Cook or Head Cook	Rs. 2176/- per month	Rs. 2096/- per month	Rs. 2046/- per month
(2)	Achari			
(3)	Maharaj			
(4)	Basoya			
(5)	Ustad			
(6)	Bavarchi			
(7)	Khansama			
(8)	Manager			
(9)	Accountant			
(10)	Sweetmeat maker of Farsan-maker (Malwalla)			
(11)	Clerk			
(12)	Telephone Operator			

(1)	(2)	(3)	(4)	(5)	(1)	(2)	(3)	(4)	(5)
(13) Electrician	Rs. 2176/- per month	Rs. 2096/- per month	Rs. 2046/- per month		(14) Liftman	Rs. 2066/- per month	Rs. 2026/- per month	Rs. 1976/- per month	
(14) Tailor					(15) Handiwala (Asstt. Cook)				
(15) Carpenter					(16) Wireman				
(16) Head Pantryman					(17) Assistant Cook				
(17) Gardener who is doing the work of planting					(18) Billard Maker				
(18) Receptionist (quali- fied such as hold- ing S.S.C. or other equivalent exami- nation certificate)					(19) Standwala (Tek Maker)				
(19) House Keeper					(20) Market Man				
(20) Head Waiter					(21) Boiler Man				
(21) Butler					(22) Fountain Barman				
(22) Supervisor					(23) Pumpman				
(23) Steward					(24) Gas Filer				
(24) Cashier					(25) Fountainman (who prepares syrups, ice-cream, fruit salad, etc.)				
(25) Head Baker					(26) Falooda maker				
(26) Mistry					(27) Syrup maker				
(27) Store Keeper					(28) Lassewala-cum- -salesman				
(28) Barman					(29) Waiter-cum- -tablewala				
Employees, by whatever name, called doing the work of the nature done by persons falling under the foregoing entries.					(30) Vendor (who keeps accounts)				
(II) SEMI-SKILLED					(31) Orderwala (shou- ting bill or writing bills)				
(1) Assistant Manager	Rs. 2066/- per month	Rs. 2026/- per month	Rs. 1976/- per month		(32) Kabab Seelwala				
(2) Assistant Malwala					(33) Bhelpuriwala				
(3) Samosa-Wala					(34) Floor Waiter				
(4) General Workers (relieved or one attend to two or more duties of semi-skilled categories)					Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.				
(5) Rotiwala					(III) UNSKILLED				
(6) Chapatiwala					(1) Gaze boy	Rs. 1996/- per month	Rs. 1986/- per month	Rs. 1968/- per month	
(7) Puriwala					(2) Game boy				
(8) Dosawala					(3) Bell boy				
(9) Tandur-Rotiwala					(4) Page boy				
(10) Bhajiwala					(5) Room boy				
(11) Ice-creamwala (Ice-cream proper one who takes out ice-cream and aerated waters).					(6) Tea boy				
(12) Pantry man (one who prepares sandwiches, toasts, faloodas omlette etc.)					(7) Class boy				
(13) Mandiwala-cum- -coffee/tea maker					(8) Dish boy				
					(9) Water boy				
					(10) Order boy				
					(11) Pantry boy				
					(12) Kitchen boy				
					(13) Office boy				
					(14) Message boy				
					(15) Soda Fountain boy				
					(16) Sweeper				
					(17) Cleaner				
					(18) Hamal				
					(19) Jamadar				
					(20) Coolie				

(1)	(2)	(3)	(4)	(5)
(21) Mazdoor		Rs. 1996/- per month	Rs. 1986/- per month	Rs. 1968/- per month
(22) Gadi				
(23) Chokra				
(24) Boy				
(25) Pantewala Panika- chemburwala				
(26) Paniwala				
(27) Cupwala				
(28) Dishwala				
(29) Baodiwala				
(30) Horiwala				
(31) Kholiwala (Room boy not doing the work of waiter)				
(32) Madaniwala (one who fills the dishes)				
(33) Lassiwala				
(34) Orderwala				
(35) Phatakwal				
(36) Vadpi (Service)				
(37) Waterman				
(38) Laundryman				
(39) Chatniwala				
(40) Lemonman				
(41) Billard Boy				
(42) Grain cleaner (male or female)				
(43) Miscellaneous Workers (that is to say, workers doing all or some of the job of unskilled nature).				
(44) Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts.				
(45) Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.				

**Explanation:—**

**Zone A:—** Comprises the area within the limits of Municipalities such as, Panaji, Margao, Vasco, Mapusa, and Ponda. The rates of wages in respect of Zone "A" shall apply to workmen employed in any Star Hotel irrespective of its zonal location.

**Zone B:—** Comprises the area within the limits of the places of Bicholim, Pernem, Valpoi, Canacona, Sanquelim,

Sanguem, Cansaulim, Assolna, Colva, Colvale, Baga and Curchorem..

**Zone C:—** Comprises all other places in the State of Goa not covered under Zone "A" and Zone "B".

The minimum rate of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concession.

The amount deductible as food allowance shall be uniformly Rs. 300/-, Rs. 280/-, and Rs. 260/- per month, in Zone A, Zone B and Zone C, respectively.

(1) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employee, and includes unskilled supervisory work;

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and performance of which calls for initiative and judgement.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractors or sub-contractors, etc.

(3) Both, men and women workers, shall be paid the same rates of wages revised for the same category and for equal work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(5) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rate.

(6) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient stepped up to the nearest paise.

By order and in the name of the Governor of Goa.

Angela Menezes, Joint Secretary (Labour).

Panaji, 14th June, 2002.

**Notification**

28/29/2001-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the 'said Act'), revising minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment, namely, "Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house", is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act and notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, Secretariat, Panaji-Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

**Draft - Notification**

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3, read with clause (iii) of sub-section (1) of Section 4 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering all representations received by it, hereby revises the minimum rates of wages payable to the categories of employees employed in "Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house", as shown in the Schedule below:

**SCHEDULE**

Sr. No.	Details of Categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
(1)	(2)	(3)	(4)
<b>(I) SKILLED</b>			
(1)	Pharmacist/ /Chemist	Rs. 92/- per day	Rs. 89/- per day
(2)	Driver		

(1)	(2)	(3)	(4)
(3)	Supervisor	Rs. 92/- per day	Rs. 89/- per day
(4)	Shoemaker/ /Slippermaker		
(5)	Watch repairer		
(6)	Cutter/Tailor/ /Sewing		
(7)	Turner		
(8)	Fitter		
(9)	Utensil maker (Brass and Copper)		
(10)	Machinist		
(11)	Electrician		
(12)	Welder		
(13)	Handicraftsman		
(14)	Metal Engraver		
(15)	Optician		
(16)	Glass Polisher (Optician)		
(17)	Sales Representa- tive/ Travelling Salesman		
(18)	Wireman		
(19)	Foreman		
(20)	Photographer/ /Retoucher		
(21)	Block maker		
(22)	Hair Dresser		
(23)	Mill Operator		
(24)	Carpenter		
(25)	Tinsmith		
(26)	Vulcaniser		
(27)	Mechanic		
(28)	Blacksmith		
(29)	Moulder		
(30)	Painter		
(31)	Weighman		
(32)	Metal Sprayman		
(33)	Glass Cutter		
(34)	Pastryman		
(35)	Compounder (with Diploma)		
(36)	Computer Operater		

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

**(II) SEMI-SKILLED**

(1)	Salesman (Counter)	Rs. 84/- per day	Rs. 81/- per day
(2)	Assistant Mechanic		
(3)	Assistant Fitter		
(4)	Assistant Electrician		
(5)	Assistant Blacksmith		
(6)	Assistant Carpenter		
(7)	Assistant Turner		
(8)	Assistant Welder		

(1)	(2)	(3)	(4)
(9)	Assistant Machinist	Rs. 84/- per day	Rs. 81/- per day
(10)	Assistant Tinsmith		
(11)	Assistant Vulcaniser		
(12)	Assistant Sprayman		
(13)	Assistant Moulder		
(14)	Assistant Painter		
(15)	Assistant Trailer		
(16)	Assistant Glass Cutter		
(17)	Assistant Wireman		
(18)	Cushion Maker		
(19)	Compounder		
(20)	Dhobi/Washerman		
(21)	Ironer/Laundryman		
(22)	Polisher (Carpenter)		
(23)	Baker		
(24)	Pressman		
(25)	Glazer		
(26)	Helper (Hair Dresser)		
(27)	Mali Gardener		
(28)	Lift Attendant		
(29)	Mill Hand		
(30)	Frame Maker		

## (III) CLERICAL

## (A)

(1)	Accountant	Rs. 89/- per day	Rs. 86/- per day
(2)	Steno-typist		
(3)	Telephone Operator		

## (B)

(1)	Clerk	Rs. 85/- per day	Rs. 82/- per day
(2)	Store Clerk		
(3)	Tally Clerk		
(4)	Store Keeper		
(5)	Typist		
(6)	Receptionist		
(7)	Godown Keeper		

## (IV) UNSKILLED

(1)	Chowkidar	Rs. 81/- per day	Rs. 78/- per day
(2)	Cleaner		
(3)	Labourer		
(4)	Loader/Unloader		
(5)	Attendant		
(6)	Mazdoor		
(7)	Sweeper		
(8)	Helper		
(9)	Peon		
(10)	Deliveryboy/Messenger		
(11)	Packer		
(12)	Assistant Salesman		
(13)	Watchman		
(14)	Office boy		
(15)	Pump attendant		
(16)	Newspaper delivery boy		

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

## Explanation:—

- (I) (a) ZONE 'A' shall comprise the areas within the Municipal limits of Panaji, Margao, Vasco, Mapusa, Ponda, Bicholim and the establishments located in the Industrial estates set up by the Industrial Development Corporation or E.D.C. Panaji, or any other statutory organisation;
- (b) ZONE 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.
- (II) (a) The minimum rates of wages shall consist of an all inclusive rate of wages;
- (b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient stepped up to the nearest paise;
- (c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.
- (III) (a) Unskilled work is one which involves simple operation requiring no skill or experience on the job;
- (b) Semi-skilled work is one which involves skill of competence on the job and which is capable of being performed under the supervision or guidance;
- (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which calls for initiative and judgement.
- (IV) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (V) Both, male and female workers, shall be paid the same rates of wages revised for the category and for similar work.
- (VI) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.
- (VII) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.
- (VIII) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

Angela Menezes, Joint Secretary (Labour).

Panaji, 13th June, 2002.



**Notification**

28/29/2001-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the 'said Act'), revising minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment, namely, "Employment in Automobile Repairing Workshops and Garages", is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act and notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, Secretariat, Panaji-Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

**Draft - Notification**

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3, read with clause (iii) of sub-section (1) of Section 4 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering all representations received by it, hereby revises the minimum rates of wages payable to the categories of employees employed in "Employment in Automobile Repairing Workshops and Garages", as shown in the Schedule below:-

**SCHEDULE**

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)
<b>(I) SUPERVISORY AND HIGHLY SKILLED STAFF</b>		
(1)	Manager	Rs. 101/- per day
(2)	Engineer	
(3)	Foreman	
(4)	Head Clerk	
(5)	Head Mechanic	
(6)	Accountant	
<b>(II) MECHANIC GRADE</b>		
(1)	Engine Mechanic	Rs. 97/- per day
(2)	Fitters	

(1)	(2)	(3)
(3)	Machinist	Rs. 97/- per day
(4)	Painter	
(5)	Tinsmith	
(6)	Carpenter	
(7)	Electrician	
(8)	Welder	
(9)	Blacksmith	
(10)	Borer	
(11)	Auro-Electrician	
(12)	Vulcaniser	
(13)	Driller	
<b>(III) GENERAL STAFF</b>		
(1)	Assistant Accountant	Rs. 97/- per day
(2)	Clerk	
(3)	Typist	
(4)	Cashier	
(5)	Telephone Operator	
(6)	Store Keeper	
(7)	Salesman	
(8)	Time Keeper	
(9)	Bill Collector	
(10)	Driver	
(11)	Booking Clerk	
(12)	Store Clerk	
(13)	Steno Typist	
(14)	Tally Clerk	
(15)	Receptionist	
(16)	Supervisor	
<b>(IV) SEMI-SKILLED (GRADE - I)</b>		
(1)	Assistant Electrician (Grade I)	Rs. 91/- per day
(2)	Assistant Mechanic (Grade I)	
(3)	Assistant Fitter (Grade I)	
(4)	Assistant Blacksmith (Grade I)	
(5)	Assistant Carpenter (Grade I)	
(6)	Assistant Welder (Grade I)	
(7)	Assistant Turner (Grade I)	
(8)	Assistant Machinist (Grade I)	
(9)	Assistant Cushion Maker (Grade I)	
(10)	Assistant Vulcaniser (Grade I)	
(11)	Assistant Painter (Grade I)	
(12)	Assistant Boring Barman (Grade I)	
(13)	Assistant Sprayman (Grade I)	
(14)	Assistant Batteryman (Grade I)	
(15)	Assistant Tinsmith (Grade I)	
(16)	Office Assistant (Grade I)	
<b>(V) SEMI-SKILLED (GRADE - II)</b>		
(1)	Assistant Electrician (Grade II)	Rs. 85/- per day
(2)	Assistant Mechanic (Grade II)	
(3)	Assistant Fitter (Grade II)	
(4)	Assistant Blacksmith (Grade II)	

(1)	(2)	(3)
(5)	Assistant Carpenter (Grade II)	Rs. 85/- per day
(6)	Assistant Welder (Grade II)	
(7)	Assistant Turner (Grade II)	
(8)	Assistant Machinist (Grade II)	
(9)	Assistant Cushion Maker (Grade II)	
(10)	Assistant Vulcaniser (Grade II)	
(11)	Assistant Painter (Grade II)	
(12)	Assistant Boring Barman (Grade II)	
(13)	Assistant Sprayman (Grade II)	
(14)	Assistant Batteryman (Grade II)	
(15)	Assistant Tinsmith (Grade II)	
(16)	Office Assistant (Grade II)	
(VI)	UNSKILLED	
(1)	Cleaner	Rs. 81/- per day
(2)	Mazdoor	
(3)	Coolie	
(4)	Sweeper	
(5)	Helper	
(6)	Peon	
(7)	Chowkidar	
(8)	Watchman	
(9)	Pump-Serviceman	
(10)	Vehicle Attendant	
(11)	Petrol Pump Attendant	
(12)	Office Boy	
(13)	Attendant	
(14)	Messenger	

**Explanation:—**

- (1) Where, in any area/establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Wage Board for Employment in Automobile repairing workshop and garages or by agreement/settlement or Contract or Contractors regulations attached to the conditions of contract, the higher rate shall be payable as minimum wages under this Notification.
- (2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;  
(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.
- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest but does not include daily batta/food allowance.
- (4) Both, men and women workers shall be paid same rates of wages for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(6) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

By order and in the name of the Governor of Goa.

Angela Menezes, Joint Secretary (Labour).

Panaji, 17th June, 2002.

**Notification**

28/29/2001-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the 'said Act'), revising minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment, namely, "Employment in Agriculture", is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act and notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, Secretariat, Panaji, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

**Draft – Notification**

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3, read with clause (iii) of sub-section (1) of Section 4 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering all representations received by it, hereby revises the

minimum rates of wages payable to the categories of employees employed in "Employment in Agriculture", as shown in the Schedule below:-

## SCHEDULE

Sr. No.	Class of work/category of employment	All inclusive minimum rates of wages
(1)	(2)	(3)

## (I) FARM SERVANT OR ATTACHED WORKER

- (1) Adult Farm Servant Rs. 2600/- per month  
(2) Adult Cleaner/Sweeper Rs. 2340/- per month

## (II) AGRICULTURAL OPERATION

- (3) Ploughing Rs. 97/- per day  
Rs. 118/- per day with bullocks  
(4) Threshing Rs. 97/- per day  
(5) Sowing Rs. 96/- per day  
(6) Winnowing Rs. 97/- per day  
(7) Transplanting Rs. 96/- per day  
(8) Harvesting Rs. 96/- per day  
(9) Uprooting Rs. 88/- per day  
(10) Irrigation Rs. 88/- per day  
(11) Weeding Rs. 88/- per day  
(12) Manuring Rs. 88/- per day

## (III) ALLIED OPERATION SKILLED LABOUR

- (13) Carpenter Rs. 103/- per day  
(14) Blacksmith Rs. 105/- per day  
(15) Cobbler Rs. 100/- per day

## (IV) UNSKILLED OPERATION

- (16) Mazdoor/Manai Rs. 88/- per day

## (V) DAIRY FARMING AND RAISING OF LIVESTOCK

- (17) Shed Attendant Rs. 88/- per day  
(18) Milkman Rs. 89/- per day  
(19) Cleaner/Sweeper Mazdoor Rs. 88/- per day  
(20) Grazer/Livestock Attendant Rs. 88/- per day

## (VI) POULTRY AND BEE FARMING

- (21) Attendant Rs. 88/- per day

## (VII) HORTICULTURE

- (22) Gardener Rs. 89/- per day  
(23) Horticulture Assistant Rs. 91/- per day

## (VIII) FORESTRY AND TIMBERING

- (24) Tree Feller Rs. 91/- per day  
(25) Mazdoor Rs. 88/- per day

(1)	(2)	(3)
(IX) GENERAL		
(26) Digging	Rs. 88/-	per day
(27) Stacking	Rs. 88/-	per day
(28) Pump Operator	Rs. 89/-	per day
(29) Coconut/Arecanut Plucker	Rs. 119/-	per day

## Explanation:—

- (1) Where, in any area in the Scheduled employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.
- (3) Both, men and women workers, shall be paid the same rates of wages revised for the same category and for equal work.
- (4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (5) The minimum rates of wages revised are all inclusive including for weekly day of rest.
- (6) The existing practice of giving meals, foodgrains, etc. shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

Angela Menezes, Joint Secretary (Labour).

Panaji, 18th June, 2002.

## Notification

28/29/2001-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the 'said Act'), revising minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment, namely,

"Employment in Motor Transport Undertaking and Employment in Public Motor Transport", is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act and notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, Secretariat, Panaji, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

#### Draft - Notification

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3, read with clause (iii) of sub-section (1) of Section 4 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering all representations received by it, hereby revises the minimum rates of wages payable to the categories of employees employed in "Employment in Motor Transport Undertakings and Employment in Public Motor Transport", as shown in the Schedule below:-

#### SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) UNSKILLED		
(1)	Peon	Rs. 84/- per day
(2)	Chowkidar	
(3)	Sweeper	
(4)	Porter	
(5)	Cleaner	
(6)	Helper	
(7)	Mazdoor	
(8)	Watchman	
(9)	Coolie	
(10)	Any other category by whatever name called which is of unskilled nature.	

(1)	(2)	(3)
(II) SEMI-SKILLED		
(1)	Electrician (Helper)	Rs. 86/- per day
(2)	Mechanic (Helper)	
(3)	Fitter (Helper)	
(4)	Blacksmith (Helper)	
(5)	Carpenter (Helper)	
(6)	Welder (Helper)	
(7)	Turner (Helper)	
(8)	Machinist (Helper)	
(9)	Cushion maker (Helper)	
(10)	Vulcanizer (Helper)	
(11)	Painter (Helper)	
(12)	Boring Barman	
(13)	Sprayman	
(14)	Conductor	
(15)	Any other category by whatever name called which is of semi-skilled nature.	
(III) SKILLED		
(1)	Mechanic	Rs. 91/- per day
(2)	Fitter	
(3)	Electrician	
(4)	Blacksmith	
(5)	Carpenter	
(6)	Welder	
(7)	Turner	
(8)	Boring Barman	
(9)	Machinist	
(10)	Cushion maker	
(11)	Tinsmith	
(12)	Vulcanizer	
(13)	Painter	
(14)	Spray Painter	
(15)	Re-trader	
(16)	Moulder	
(17)	Lineman	
(18)	Any other category by whatever name called which is of skilled nature.	

(1)	(2)	(3)
<b>(IV) HIGHLY SKILLED</b>		
(a)		
(1) Head Mechanic	Rs. 97/- per day	
(2) Garage Supervisor		
(3) Driver (Goods transport)		
(b) Driver (Light Vehicles, passenger transport and bus)	Rs. 88/- per day	
<b>(V) GENERAL STAFF</b> (Clerical, etc.)		
(A)		
(1) Clerk	Rs. 95/- per day	
(2) Typist		
(3) Booking Clerk		
(4) Store Clerk		
(5) Store Keeper		
(6) Ledger Keeper		
(7) Steno Typist		
(8) Receptionist		
(9) Checker		
(10) Cashier		
(11) Accounts Clerk		
(12) Time Keeper		
(13) Telephone Operator		
(14) Store Issuer		
(15) Tally Clerk		
(B)		
(1) Head Clerk	Rs. 98/- per day	
(2) Auditor/Accountant		
(3) Head Cashier		

cation are lower than the wages fixed by agreement/settlement or Contract or Contractor regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job;

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer's or contractor/s or sub-contractor/s, etc.

(4) The minimum rates of wages revised are all inclusive rates including the wages for weekly day or rest, dearness allowance and interim relief but does not include bhatta/food allowance/travelling allowance/H.R.A./Washing allowance similar payments.

(5) Both, men and women workers shall be paid the same rates of wages for the same category and for equal work.

(6) In case of employees employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

Angela Menezes, Joint Secretary (Labour).

Panaji, 17th June, 2002.

**Explanation:—**

- (1) Where, in any area/establishment is the Scheduled employment, wages revised under this Notifi-

Department of Personnel

**Notification**

2/33/76-PER

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the Governor of Goa is hereby pleased to amend the Goa Government (Seniority) Rules, 1967, as follows, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Goa Government (Seniority) (Third Amendment) Rules, 2002.

(2) They shall be deemed to have come into force on the 2nd day of May, 1997.

2. *Amendment of rule 6.*— In rule 6 of the Goa Government (Seniority) Rules, 1967, the proviso after clause (ii) shall be omitted.

By order and in the name of the Governor of Goa.

D. M. Borkar, Under Secretary (Personnel).

Panaji, 12th June, 2002.

**Notification**

1/13/(2)/76-PER (Vol. II)

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, and in supersession of the existing Recruitment Rules for the relevant posts, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Group 'C', Non-Ministerial, Non-Gazetted posts in the Public Works Department, under the Government of Goa, namely:—

1. *Short title, application and commencement.*— (1) These rules may be called the Government of Goa, Public Works Department, Group 'C', Non-Ministerial, Non-Gazetted posts, Recruitment Rules, 2002.

(2) They shall apply to the posts specified in column (1) of the Schedule to these rules (hereinafter called as the "said Schedule").

(3) They shall come into force from the date of their publication in the Official Gazette.

2. *Number, classification and scales of pay.*— The number of posts, classification of the said posts and the scales of pay attached thereto shall be as specified in columns (2) to (4) of the said Schedule:

Provided that the Government may vary the number of posts in column (2) of the said Schedule from time to time subject to exigencies of work.

3. *Method of recruitment, age limit and other qualifications.*— The method of recruitment to the said posts, age limit, qualifications and other matters connected therewith shall be as specified in columns (5) to (13) of the said Schedule.

4. *Disqualification.*— No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Saving.*— Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes, and other special categories of persons in accordance with the orders issued by the Government from time to time in that regard.

By order and in the name of the Governor of Goa.

G. P. Chimulkar, Special Secretary (Personnel).

Panaji, 14th June, 2002.

SCHEDULE

Name/ /Designation of posts	No. of posts	Classifi- cation	Scale of pay	Whether selection post or non- -selec- tion post	Age limit for direct recruits	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension) Rules, 1972	Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for the direct recruits will apply in the case of promotees	Period of proba- tion, if any	Method of recruitment, whether by direct or by promotion or by deputation/ /transfer/ /contract and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ /deputation/ /transfer, grades from which promotion/ /deputation/ /transfer is to be made	If a D. P. C. exists, what is its composi- tion	Circum- stances in which Goa Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	6(a)	7	8	9	10	11	12	13
Mecha- nic Grade II	26 (2002) Subject to varia- -tion de- pendent onwork- load.	Group 'C' (Non- Minis- terial Non- -Gazet- -ted).	Rs. 3050- -75- -3950- -80- -4590.	Selec- tion.	Not exceeding 40 years (Rela- xable for Government Servants in accordance with the orders or instructions issued by the Government).	N. A.	<i>Essential:</i>  1) ITI Certificate in the trade of Mechanic (Motor Vehicle)/ /Mechanic (Diesel) or equivalent of a recognised Insti- tution.  (2) 3 years experience in the trade.  (3) Knowledge of Konkani.  <i>Desirable:</i>  Knowledge of Marathi.	Age: No. 2 years.  Educa- tional Qualifi- cations: No.	2 years.	Promotion, failing which by direct recruitment.	<i>Promotion:</i> Assistant Me- chanic with basic pay of (Rs. 2650- -4000)/Helper with basic pay of (Rs. 2650-4000) with 4 years regu- lar service in the grade and Assis- tant Mechanic with basic pay of (Rs. 2550-3200)/ /Helper with basic pay of (Rs. 2550-3200)/ /Cleaner with basic pay of (Rs. 2550-3200)/Dairy Worker with basic pay of (Rs. 2550- 3200) with 8 years regular service in the grade.	Group 'C' D. P. C.	N. A.